

No.: 004/TT/SRF/HĐQT/25

TP.HCM, date 9th monthm April year 2025

PROPOSAL

Re: Expected Profit Distribution 2025

Dear: **GENERAL MEETING OF SHAREHOLDERS OF SEAREFICO CORPORATION**

- Pursuant to Enterprise Law no. 59/2020/QH14 passed by the National Assembly on June 17, 2020;
- Pursuant to Securities Law no.54/2019/QH14 passed by the National Assembly on November 26, 2018;
- Pursuant to Charter Company of Searefico Corporation ("Company").
- Pursuant to proposal no.003/TT/SRF/HĐQT/25 on Production Business plan on 2025
- Consider to activities actual of Company.

The Board of Directors of SEAREFICO Corporation respectfully submits to the General Meeting of Shareholders for approval of the Proposed profit distribution plan for 2025 as follows:

Profit distribution plan after tax 2025

- | | | |
|-------------------------|---|-----------------------------------------------------|
| 1. Employee Reward Fund | : | Deduct 15% of the parent company's after-tax profit |
| 2. BOD Reward Fund | : | Deduct 10% of the parent company's after-tax profit |
| 3. Dividend suggestion | : | Rate 10%/ face value |

In case profit after tax exceeds plan:

- Bonus fund on after-tax profit of the parent company according to the rate prescribed in this Charter, bonus fund for employees and bonus fund for the Board of Directors are added respectively 20% and 10% of the profit increase compared to the plan.
- Proposed additional dividend: The Board of Directors will take the opinion of the General Meeting of Shareholders to adjust the distribution of profits exceeding the plan.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval.

ON BEHALF OF THE BOD

CHAIRMAN

(signed and stamped)

LE TAN PHUOC

Receipt :

- As above;
- Save the BOD;
- Publish information